

CHARTER TOWNSHIP OF ELMWOOD FIRE DEPARTMENT

WAGE AND BENEFITS SUMMARY

EMPLOYEE STATUS:	FULL-TIME FIREFIGHTER/EMS
EMPLOYEE CLASIFICATION:	NON-EXEMPT, FULL-TIME EMPLOYEE
OVERTIME:	MAY BE REQUIRED. THE 7(k) EXEMPTION SHALL APPLY TO QUALIFIED EMPLOYEES. UNDER THE FAIR LABOR STANDARDS ACT (FLSA), THE 7(k) EXEMPTION PROVIDES THAT NO OVERTIME IS PAID TO AN EMPLOYEE UNTIL THE EMPLOYEE EXCEEDS 212 HOURS OF EMPLOYMENT IN A 28 DAY PAY PERIOD
MEDICAL/DENTAL/VISION:	SINGLE INSURANCE COVERAGE PAYABLE BY TOWNSHIP, FAMILY COVERAGE AVAILABLE AT ADDITIONAL EMPLOYEE COST
LIFE INSURANCE:	\$50,000 TERM LIFE COVERAGE PAID BY TOWNSHIP
WORKER'S COMP INSURANCE:	PREMIUMS PAID BY TOWNSHIP
RETIREMENT CONTRIBUTION:	5% OF ANNUAL BASE SALARY (JOHN HANCOCK IRS SECTION 401A DEFINED CONTRIBUTION PLAN) WITH CONTRIBUTIONS PAID BY TOWNSHIP ONLY
AFLAC INSURANCE:	PRE-TAX OPTIONAL COVERAGE (SINGLE AND FAMILY) AVAILABLE WITH PREMIUMS PAID BY EMPLOYEE ONLY
HOLIDAYS:	NEW YEAR'S DAY, PRESIDENT'S DAY, MEMORIAL DAY, GOOD FRIDAY (1/2 DAY), MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, VETERAN'S DAY, THANKSGIVING, DAY AFTER THANKSGIVING, CHRISTMAS EVE DAY, AND CHRISTMAS DAY (UP TO AN ADDITIONAL MAXIMUM OF 8 HOURS REGULAR TIME IF SCHEDULED TO WORK ON THE HOLIDAY)
VACATION:	6 DAYS AFTER 1 YEAR, 12 DAYS AFTER 2 YEARS, 18 DAYS AFTER 5 YEARS
PERSONAL/SICK DAYS:	NONE FIRST 6 MONTHS; AFTER 6 MONTHS, 7 HOURS/MONTH ACCRUABLE FROM DATE OF EMPLOYMENT
BEREAVEMENT LEAVE:	PER CHARTER TOWNSHIP OF ELMWOOD PERSONNEL POLICY MANUAL